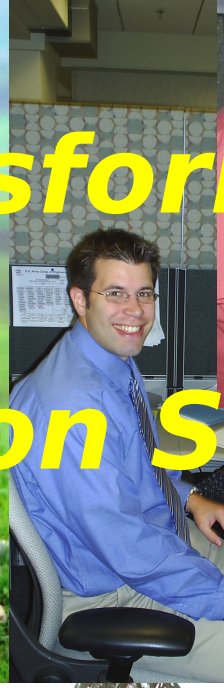
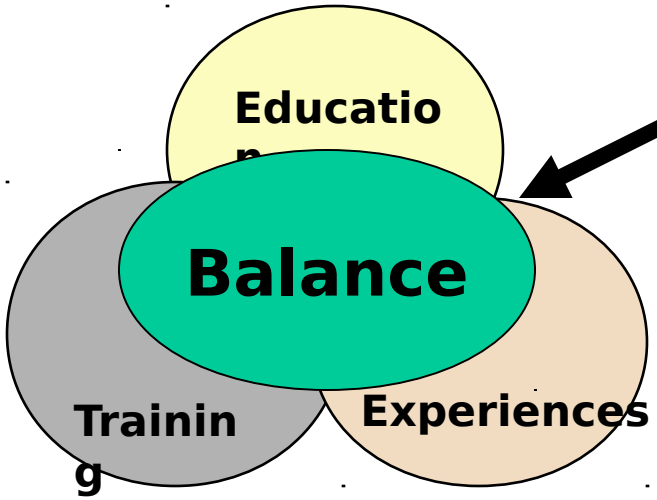
Accelerated Transformation of the Civilian Education System



Present and Future Requires ….

· Army civilians are deploying more frequently in larger numbers for longer periods
· Mil-Civ Conversion target for FY 05 is 7,066 nearly 4,400 filled/committed Jul 05 – FY 06 and beyond additional 29K
· NSPS - employee goals, pay, security, & employment Conditions drastically altered



Growing Army Leaders in the 21st Century "The Pentathlete"

Multi-skilled Leader

- Strategic & creative **thinker**
- **Builder** of leaders and teams
- Competent full spectrum **warfighter** or accomplished professional who supports the Soldier
- Effective in **managing, leading** & **changing** large organizations
- Skilled in governance, **statesmanship**, and diplomacy
- Understands **cultural context,** and works effectively across it

Personifies the **Warrior Ethos** in all aspects, from war fighting to statesmanship to business management… It's a way of life

Leader Attributes

- **Sets the standard** for integrity and character
- **Confident** and **competent** decision-maker in uncertain situations:
  - **Prudent risk taker**
  - **Innovative**
  - **Adaptive**
- **Empathetic** & always positive
- **Professionally educated** and dedicated to **life-long learning**
- **Effective communicator**

Transformation is Ingrained in Everything we do… Today and in the Future

Relevant and Ready…Today and Tomorrow

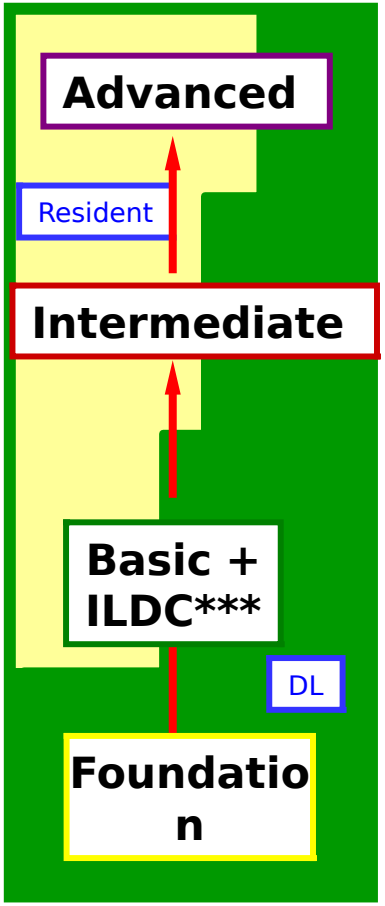
Accelerated Transformation

Civilian Education System

Transitioning → Begins Jan 07

Army Civilian Leader Development

- Leadership Education and Development (LEAD) Train-the-Trainer ends Jun 06; LEAD Course ends Dec 06
- Organizational Leadership for Executives ends Jun 06
- Personnel Management for Executives I & II ends Dec 06
- Sustaining Base Leadership and Management (SBLM) reduced Class 06-2; cancelled Class 06-3
- Strategic Leadership for Executives cancelled



Supported by Community of Practice

*****Intern Leadership Development Course**

Summary of CES Courses

All levels supported by a Community of Practice

Course	Endstate	Projected Annual Student Throughput	Resident Instruction* *(Hours)*	DL Instruction *(Hours)*	Training Strategy
Advanced (AC)	**Skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and focus on mission.**	**668**	**99**	**66**	**DL prerequisite** ***SGI Resident**
Intermediate (IC)	**Skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission.**	**5,000**	**115**	**91**	**DL prerequisite** ***SGI Resident**
Basic (BC)	**Understands and applies basic leadership skills to effectively lead & care for small teams; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates.**	**6,000**	**93**	**60**	**DL prerequisite** ***SGI Resident**
Foundation (EC)	**Understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for Leader Development; develops effective communication skills; is**	**20,000**	**N/A**	**57**	**DL Only**

* SGI – Small Group Instruction

For More Information on CES Transformation

CES progress updates may be obtained at the AKO Civilian Leader Development Transformation Community beginning 30 May 06

Additional information on Civilian Leader Development is available at: http://cpol.army.mil/library/train/ http://amscportal.belvoir.army.mil/